

# STATE PERSONNEL SYSTEM HIGHLIGHTS

3/31/05

	Statewide	Higher Education	General Government
Number of State Personnel Employees*	31,497	9,244	22,053
Average Age of State Personnel Employees	45.6	46.6	45.2
Average Length of Service of State Personnel Employees	9.7	10.1	9.5
Average Annual Salary of State Personnel Employees	\$46,486	\$39,173	\$49,618
Percent Minorities of State Personnel Employees	25.3%	25.5%	25.3%
Percent Females of State Personnel Employees	48.9%	60.1%	44.1%
Percent of State Personnel Employees Eligible to Retire within the next Five Years**	29.5%	32.4%	28.3%
Annual Turnover Rate (FY 03-04)***	12.4%	13.5%	11.9%
Full-Time, Non-State Personnel System Employees (Includes Judicial and Legislative employees)****	18,116	14,729	3,387
Part-Time, Non-State Personnel System Employees (Includes Judicial and Legislative employees)	34,004	32,794	1,210
Employees Eligible for Benefits*****	36,524	9,721	26,803
Employees Enrolled for Medical Benefits	24,271	4,863	19,408
Employees Enrolled for Dental Benefits	29,327	5,928	23,399

\*Definition of an employee of the state personnel system:

- Often referred to as "a state classified employee" or a "civil service employee";
- Works in the state personnel system;
- Permanent full-time or part-time employee;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

\*\*Retirement Data is updated annually; does not include purchased years of service.

\*\*\*This information will be updated in the Annual Workforce Report scheduled for publication in October 2005. Definition of turnover for employees in the state personnel system, are defined below:

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements; and,
- Deaths.

The state excludes employees who transfer from one department to another (unless otherwise noted) because they are still considered employees of the state personnel system.

\*\*\*\*Data provided for non-state personnel system employee information is derived from a file compiled by the Payroll Unit of the Department of Personnel & Administration called, "PAYCHECK REPORT." It is a snapshot of the number of checks that were issued to state employees. It should be noted that this data might not be all-inclusive of all employees paid by the State of Colorado because only those employees paid through the CPPS system are included. It should also be noted that this data could include duplication as some individuals may receive more than one paycheck in a month in addition to a regular paycheck, i.e., for a discretionary pay differential. This information may also include temporary employees.

\*\*\*\*\*Benefits:

- Benefits information is gathered and summarized by higher education and non-higher education institutions, derived from an internal report from the DPA/DHR Benefits Unit. Report name:
- Only permanent employees are eligible for benefits.
- Temporary employees are not eligible for benefits.
- Note that information includes non-state personnel system employees who are not in higher education, such as judicial and legislative employees, and executive directors.
- New hires are not eligible for benefits until the first month after hire.

## HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Percent of Total General Government Employees	Average Annual Salary	Average Age	Average Years of Service
Dept of Agriculture	239	1.1%	\$49,713	46.6	11.6
Dept of Corrections	5,499	24.9%	\$47,336	43.7	7.8
Dept of Education	155	0.7%	\$41,682	46.6	9.7
Dept of Health Care Policy & Finance	190	0.9%	\$58,117	43.9	5.7
Dept of Human Services	5,082	23.0%	\$44,695	45.5	9.2
Dept of Labor & Employment	1,076	4.9%	\$51,479	47.8	10.3
Dept of Law	139	0.6%	\$49,680	46.8	9.0
Dept of Local Affairs	168	0.8%	\$59,151	46.5	9.3
Dept of Military & Veterans Affairs	105	0.5%	\$47,448	49.0	7.0
Dept of Natural Resources	1,382	6.3%	\$56,478	45.4	11.7
Dept of Personnel & Administration	507	2.3%	\$53,686	46.6	11.0
Dept of Public Health & Environment	1,137	5.2%	\$60,238	46.4	9.8
Dept of Public Safety	1,233	5.6%	\$54,707	40.7	10.0
Dept of Regulatory Agencies	490	2.2%	\$59,185	48.4	10.5
Dept of Revenue	1,379	6.3%	\$48,398	46.9	10.8
Dept of State	112	0.5%	\$48,259	43.5	6.0
Dept of Transportation	3,083	14.0%	\$49,730	46.2	11.1
Dept of Treasury	23	0.1%	\$56,427	46.4	9.3
Governor's Office	2	0.0%	\$53,292	48.1	17.8
State Auditor's Office	52	0.2%	\$59,329	36.4	4.9
<b>ALL DEPARTMENTS</b>	<b>22,053</b>		<b>\$49,618</b>	<b>45.2</b>	<b>9.5</b>

Institution	Number of Employees	Percent of Total Higher Education Employees	Average Annual Salary	Average Age	Average Years of Service
Colorado Commission On Higher Education	4	0.0%	\$39,969	52.7	18.9
Colorado Historical Society	39	0.4%	\$37,827	46.9	10.5
Community College Access Network	62	0.7%	\$41,865	49.1	12.0
Adams State College	108	1.1%	\$32,840	44.8	9.5
Arapahoe Community College	82	0.9%	\$33,809	46.8	6.9
Auraria Higher Education Center	262	2.8%	\$36,266	46.7	9.5
Colorado Community College System	95	1.0%	\$45,676	47.0	11.2
Colorado Northwestern Community College	34	0.4%	\$33,254	44.2	8.9
Colorado School of Mines	266	2.8%	\$42,377	47.8	8.6
Colorado State University	2,203	23.3%	\$38,159	46.8	10.8
Colorado State University - Pueblo	118	1.2%	\$37,946	48.0	12.7
Community College of Aurora	49	0.5%	\$36,693	47.4	9.0
Community College of Denver	42	0.4%	\$39,878	43.6	9.4
Fort Lewis College	160	1.7%	\$36,567	47.1	8.2
Front Range Community College	214	2.3%	\$33,983	47.5	7.6
Lamar Community College	21	0.2%	\$32,697	50.2	10.9
Mesa State College	110	1.2%	\$31,993	48.1	7.1
Metropolitan State College of Denver	229	2.4%	\$44,721	46.3	11.4
Morgan Community College	17	0.2%	\$30,260	46.6	6.6
Northeastern Junior College	52	0.6%	\$31,382	50.2	11.4
Otero Junior College	28	0.3%	\$30,639	46.5	13.4
Pikes Peak Community College	217	2.3%	\$35,783	44.1	7.5
Pueblo Community College	107	1.1%	\$32,812	47.0	9.3
Red Rocks Community College	94	1.0%	\$36,266	46.4	8.6
Trinidad State Junior College	38	0.4%	\$35,033	50.6	16.1
University of Colorado - All Sites	4,199	44.5%	\$41,134	46.2	10.1
University of Northern Colorado	525	5.6%	\$36,669	47.3	10.7
Western State College	69	0.7%	\$37,444	45.7	10.9
<b>ALL INSTITUTIONS</b>	<b>9,444</b>		<b>\$39,173</b>	<b>46.6</b>	<b>10.1</b>

## OCCUPATIONAL GROUP HIGHLIGHTS

Statewide					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	4,942	15.7%	\$34,284	47.2	9.6
Enforcement and Protective Services	5,888	18.7%	\$47,860	41.7	8.0
Financial Services	1,814	5.8%	\$50,008	46.2	10.4
Health Care Services	3,383	10.7%	\$42,640	45.3	7.8
Labor, Trades, and Crafts	5,336	16.9%	\$34,219	46.6	9.1
Medical	45	0.1%	\$120,622	51.3	7.7
Physical Sciences and Engineering	1,929	6.1%	\$66,849	46.3	12.3
Professional Services	7,920	25.1%	\$56,839	46.7	11.6
Teacher	240	0.8%	\$45,171	47.2	7.3

By General Government Department					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,286	10.4%	\$34,929	46.1	9.0
Enforcement and Protective Services	5,734	26.0%	\$47,717	41.7	7.9
Financial Services	1,130	5.1%	\$55,799	46.0	10.7
Health Care Services	2,840	12.9%	\$43,382	45.6	7.8
Labor, Trades, and Crafts	2,709	12.3%	\$37,629	46.8	9.3
Medical	45	0.2%	\$120,622	51.3	7.7
Physical Sciences and Engineering	1,621	7.4%	\$68,577	46.0	12.5
Professional Services	5,516	25.0%	\$59,228	47.0	11.4
Teacher	172	0.8%	\$53,927	49.7	8.6

By Higher Education Institution					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,656	28.6%	\$33,729	48.1	10.1
Enforcement and Protective Services	154	1.7%	\$53,181	41.6	10.3
Financial Services	684	7.4%	\$40,442	46.4	9.8
Health Care Services	543	5.8%	\$38,759	43.9	7.8
Labor, Trades, and Crafts	2,627	28.3%	\$30,703	46.5	8.9
Medical	0	0.0%	na	na	na
Physical Sciences and Engineering	308	3.3%	\$57,751	47.8	11.0
Professional Services	2,404	25.9%	\$51,357	46.0	12.1
Teacher	68	0.7%	\$23,025	41.0	3.9

## GENDER HIGHLIGHTS

Statewide					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	15,390	48.9%	\$43,504	46.1	9.7
Male	16,107	51.1%	\$49,336	45.2	9.7

By General Government Department					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	9,717	44.1%	\$46,897	45.4	9.1
Male	12,336	55.9%	\$51,760	45.1	9.9

By Higher Education Institution					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	5,673	60.1%	\$37,692	47.4	10.7
Male	3,771	39.9%	\$41,403	45.3	9.3

## ETHNICITY HIGHLIGHTS

Ethnicity	Number of Employees	Percent	Average Annual Salary	Average	
				Age	Years of Service
American Indian or Alaska Native	358	1.1%	\$43,264	45.7	9.2
Asian	718	2.3%	\$44,782	44.4	9.6
Black	1,549	4.9%	\$42,617	45.1	8.9
Hispanic or Latino	5,316	16.9%	\$40,567	43.9	9.7
Native Hawaiian or Pacific Islander	43	0.1%	\$49,904	42.2	5.0
White, Non-Hispanic	23,513	74.7%	\$48,174	46.1	9.8

By General Government Department					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average	
				Age	Years of Service
American Indian or Alaska Native	247	1.1%	\$46,337	45.3	9.4
Asian	371	1.7%	\$53,447	43.9	9.4
Black	1,176	5.3%	\$44,737	45.0	8.5
Hispanic or Latino	3,769	17.1%	\$43,684	43.6	9.7
Native Hawaiian or Pacific Islander	12	0.1%	\$55,122	40.2	3.8
White, Non-Hispanic	16,478	74.7%	\$51,282	45.7	9.6

By Higher Education Institution					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average	
				Age	Years of Service
American Indian or Alaska Native	111	1.2%	\$36,428	46.5	8.7
Asian	347	3.7%	\$35,518	44.9	9.7
Black	373	3.9%	\$35,932	45.6	10.2
Hispanic or Latino	1,547	16.4%	\$32,974	44.6	9.8
Native Hawaiian or Pacific Islander	31	0.3%	\$47,884	43.0	5.5
White, Non-Hispanic	7,035	74.5%	\$40,894	47.2	10.3